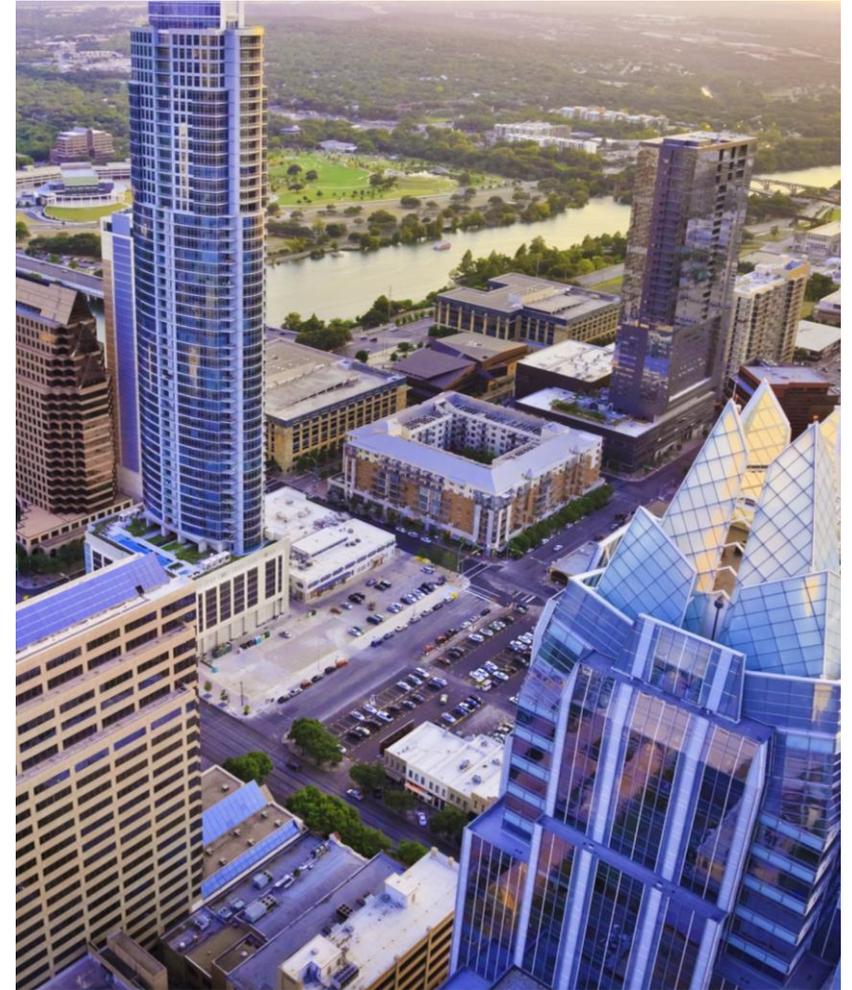
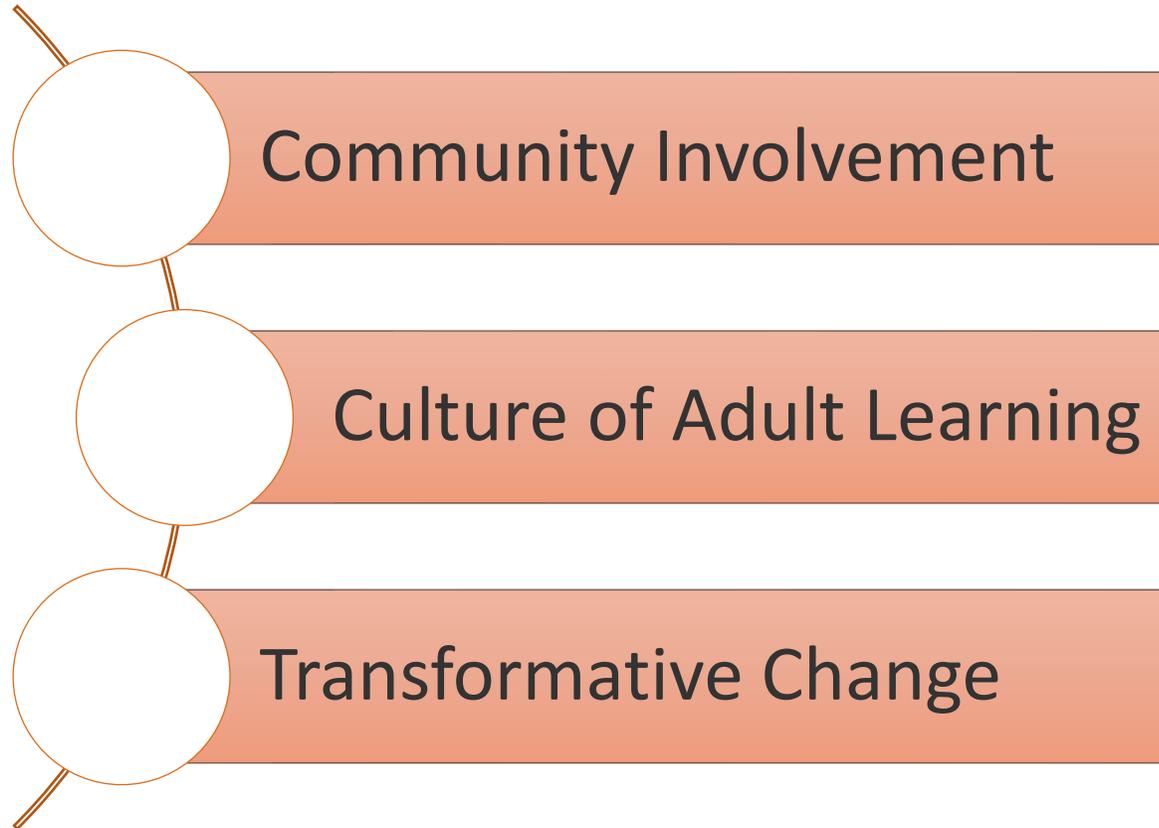


Reimagined Police Cadet Academy Blueprint

March 25, 2021



The Path to Reimagining the Academy



Community Involvement Action Steps

Increased involvement, input and participation

- Academy Curriculum Review (ACR) committee
 - Including APD staff and community members
- Outreach to community organizations in collaboration with Equity Office and OPO
- Formalized video review process with input from Community Video Review Panel
- Review of any videos selected for use in 144th Academy class

Community centered lens

- Evaluating the neighborhood liaison pilot program
 - Designing a pilot pre-academy community connect workshop with community input
- Co-facilitation with community subject matter experts
- Community engagement hours added to core academy hours

Community debrief after the 144th Academy class

- Incorporating internal and external evaluation of:
 - Injuries, attrition rates, and patterns disaggregated by demographics
 - Curriculum development and implementation
 - Qualitative data related to academy experiences

Culture of Adult Learning Action Steps

Review

- Design evidence-based exit interview
- Analyze attrition and graduation rates disaggregated by demographics
- Formalize follow-up procedures with cadets who have left the academy
- Utilize analysis of each cadet class to make informed decisions for future classes

Evaluate implementation of academy methodologies

- Setting adult learning theory expectations and standards for academy faculty
- Formalize academy faculty evaluation/review process, including the ACR
- Review all course materials to ensure that diversity, equity, and inclusion are prioritized
- Retrain academy faculty in adult learning teaching methods and provide opportunities for professional development

Assessment by independent evaluator

- Assess and retain independent evaluator
- The 144th Academy class will be reviewed and assessed to ensure that the recommended changes have been implemented
- Evaluate the progress of recommendations to determine if they are achieving the desired outcomes

Transformative Change Action Steps

Incorporating evaluated effective curriculum

- Evaluate course schedule to encourage active learning opportunities
- Implement revised curriculum
- Finalize revised course schedule
- Ensure trauma informed training is incorporated
- Finalize the purchase of the learning management system which will be used to maintain curriculum and track officer training

Diversity, Equity, and Inclusion (DEI) lens to improve curriculum and teaching

- Confirmation of the History of Race & Policing Course with 8 hours of course work
- Course content evaluated for ways to incorporate DEI content
- Identification of courses that would be best taught and/or co-taught by various community subject matter experts
- Identify/Select/Retain subject matter experts and community members to teach in selected courses

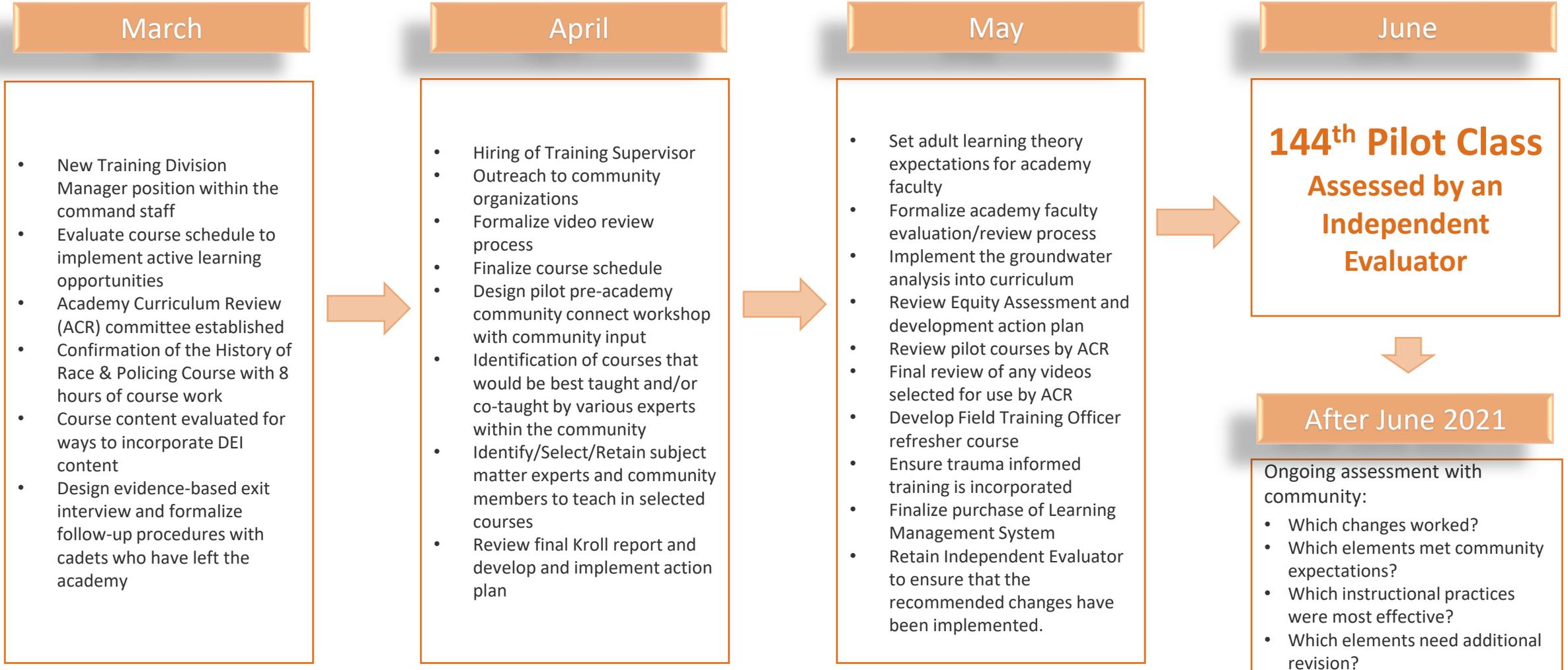
Servant and Transformational leadership and commitment to DEI

- New Training Division Manager position within the command staff that will review all academy curriculum, implement adult learning teaching methods, and evaluate faculty
- Hiring of Training Supervisor, which will manage the learning management system to keep curriculum updated and current with best practices

Implement external recommendations

- Review final Kroll report and develop action plan
- Implementation of groundwater analysis into curriculum
- Review Equity Assessment and develop an action plan
- Work with James Joyce Consulting on mentorship program for women and officers of color

Reimagined Pilot Police Cadet Academy Blueprint





Thank You